

# **AGE WISE SATISFACTION LEVEL OF WORKERS REGARDING LABOUR LAWS**

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## **ABSTRACT**

*The study aims to discuss the satisfaction level of workers regarding labour laws. This paper is based on an empirical study. The data was collected using both qualitative and quantitative methods from 750 workers working in industrial sector of Northern India. A questionnaire survey on employee welfare measures was conducted on the respondents. Satisfaction level of workers has been determined on the basis of age regarding Factories Act, Industrial Disputes Act, Minimum Wages Act and Payment of Wages Act. Various statistical tests have been used for data analysis. Significant difference is found in the satisfaction level of workers regarding some provisions under labour laws.*

***Keywords: Age, Factories Act, Industrial Disputes Act, Labour Laws, Minimum Wages Act, Payment of Wages Act.***

## **I INTRODUCTION**

Labour comprises all human efforts of body and mind. It includes ecological, economic and social welfare of the human being. Ecological welfare refers to the existence of friendly environment, economic environment means pollution free environment. While, social welfare means prevention of discrimination on the basis of caste, creed and gender of the human being. The welfare of the employees was not recognized during the pre-independence period. The employers used to deal with the employees according to their whims and will. The employees were not having any bargaining power and bound to work as per the desire of their bosses. It was after the implementation of present constitution when welfare of the employees and participation of workmen in the management of the industries were made mandatory in India. In order to implement the constitution provisions, various amendments were made in the labour legislations and certain new legislations were also enacted. At present time, employee welfare plays a significance role in the industrial development and economy of the country. It is an important façade of industrial relations. With the growth of industrialization and mechanization, its importance has been increased. A happy and contented workforce is an important asset to increase the prosperity of the nation. Welfare is a broad concept which refers to the physical, mental, moral and emotional well-being of the individuals. Employee welfare is nothing but it is the amenities or facilities beside pay packets provided for the betterment of employees. Welfare

measures served to enhance the image of an organization as caring employer. This image can be very useful to the organizations in recruiting, selecting and other human resource management (HRM) practices.

Labour welfare is very essential term in the present scenario because of the nature of industrial system. The approach to this movement varies from country to country according to the degree of development in a particular country. However, the need for labour welfare is realized all over the world because of the socio-economic conditions and problems in the industrial society (Banu&Ashifa, 2011)<sup>1</sup>. The need for labour welfare was strongly felt by the Royal Commission on labour as far as in 1931, primarily because of lack of commitment to industrial work among factory workers and the harsh treatment they received from their employers. Mamoria (2013)<sup>2</sup> said that this need was emphasized, in free India, by the Constitution which contains the following articles in this regard:

**“Article 1:** The state shall, within the limit of its economic capacity and development, make effective provisions for securing the right to work to education, and to public assistance in cases of unemployment, old-age, sickness, and disablement and in other cases of underserved want.”

**“Article 42:** The state shall make provision for securing the just and humane conditions of work and for maternity relief.”

**“Article 43:** The state shall endeavor to secure, by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or otherwise, work, a wage, conditions of wage ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities; and in particular, the state shall endeavor to promote cottage industries on an industries on an individual or co-operative basis in rural areas.”

## 1.1 Objectives of Labour Welfare

The objectives of labour welfare measures are to enabling workers to live a satisfactory and peaceful life. Improving the standard of living of workers by providing them best facilities should be the motive of the organization. The management of the organization designs the policies according to the industrialization and urbanization of workers because it will contribute to the productivity and profitability of the industrial establishment.

## 1.2 Nature and Scope of Labour Welfare

Labour welfare has two aspects: negative or positive. Negative side is related to the pernicious effects of the capitalistic or a large scale industrial system. While, positive side deals with the opportunities for the workers and his/her family for a good life. In India, welfare measures consists of statutory and voluntary measures, statutory measures are in the hands of management and the voluntary measures are achieved through collective bargaining (Madhumathi and Desai, 2003)<sup>3</sup>. These are the minimum targets which can be achieved by welfare measures. Government is in the favour that statutory legislation should be provided from time to time for bringing uniformity in the basic amenities which are available to industrial workers (Monappa, 1985)<sup>4</sup>.

Labour welfare facilities covering a wide area of activities. To understand the scope of labour welfare, it is classified into two categories- (a) statutory and non-statutory and (b) intra-mural and extra-mural welfare activities. Statutory

welfare facilities are those facilities which are mandatory for an establishment without which it cannot exist. Non-statutory welfare facilities are those facilities which are undertaken by employers for the welfare of their workers. According to the committee of experts on welfare activities constituted by International Labour Organization (ILO) in 1963; intra-mural facilities are those facilities which are provided within the premises of the establishments. While, extra-mural facilities are provided outside the premises of the industrial establishment. The scope of welfare facilities cannot be limited to a certain area. Labour welfare is a comprehensive term which surrounds the statutory and non-statutory, intra-mural and extra-mural facilities introduced by the employers, government and trade unions fall under its scope. In the research work, the statutory welfare facilities are covered under the following acts namely Factories Act (1948), Industrial Disputes Act (1947), Minimum Wages Act (1948) and Payment of Wages Act (1936).

### 1.3 Statutory welfare facilities

Implementation of various acts have been made from time to time, by the Government of India in which statutory welfare activities have been mentioned for the well-being of the workers working in the industrial establishment (Kumar, 2003)<sup>5</sup>. Four acts have been included in the present research for the study which is as follows:

1. Factories Act (1948)- The regulation in working conditions was done by the state Government in India in 1881. It was the time when first Factories Act was passed. Afterwards, amendments were done in this act in 1911, 1922, 1923, 1926, 1931, 1935, 1940, 1945, and in 1946. In 1947, Government of India introduced a bill, which becomes law after certain modifications on 1<sup>st</sup> April, 1948. The main objective of this act is to protect workers employed in the organization against industrial and occupational hazards. This act is applied to factories all over India included the state of Jammu and Kashmir. This act provides minimum statutory welfare amenities for the workers which will improve their working conditions. These amenities are health, safety and welfare provisions.
2. Industrial Disputes Act (1947) -Before 1947, Industrial disputes were being settled under provisions of Trade Disputes Act, 1929. Industrial Disputes Bill was introduced due to the various defects occurred in the Trade Disputes Act, 1929. The Industrial Disputes Bill was passed by the legislature on 11<sup>th</sup> March, 1947 which came into force on 1<sup>st</sup> April, 1947. This act was made for the investigation and settlement of industrial disputes, and for certain other purposes. It extends to whole of the India. In this act, conciliation, arbitration, adjudication, works committee, strikes and lockouts, layoff and retrenchment, unfair labour practices, compensation to workmen in case of transfer or closure of undertaking, prohibition of financial aid to illegal strikes are the various provisions come under Industrial Disputes Act. This act was amended in 1982 called as Industrial Disputes (Amendment) Act, 1982.
3. Minimum Wages Act (1948) - The main objective of this act is to fix the minimum rates of wages in certain employments. It extends to whole of the India. This act also provides regulation of working hours,

period, payment and deduction from wages. Registers and records, annual returns, preservation of registers and penalty in contravenes are the provisions should be covered under the Minimum Wages Act, 1948.

4. Payment of Wages Act (1936) – Wage means allocation of human resources on the basis of skills, industries, occupations and regions. It means that remuneration expressed in terms of money. Wages motivate workers to achieve organizational goals. This act was designed to regulate the payment of wages to certain classes of persons employed in the industry. This act is limited to the persons drawing the earned wages for the month. The act is applied to whole of the India and to persons employed in Industry/factory/railways.

## II REVIEW OF LITERATURE

Kumar and Yadav (2002)<sup>6</sup> examined the satisfaction level of workers from labour welfare schemes implemented in eight state government and private sector sugar factories of the Gorakhpur division in Uttar Pradesh. 240 workers were selected on the basis of random sampling method for data collection. The results revealed that satisfaction level of workers to the welfare schemes was very low in both private and state sugar factories. It was observed that satisfaction level of workers from social security schemes, housing, medical schemes, and education schemes was higher in case of private sector sugar factories than the state government sugar factories.

Pandian and Navaneethakrishnan (2003)<sup>7</sup> explored the comparative study of KLRF Textiles Ltd. with other similar industries at Gangaikondan in Tamil Nadu. A sample of 100 employees was selected for the interview by using stratified random sample technique. The study focused on the statutory provisions provided to the employees in the organization. The results revealed that majority of the workers were satisfied with the safety provisions, welfare provisions, working environment, relationship with management and co-workers in the organization. Workers were not satisfied with the cleanliness at workplace, toilet facilities and canteen facilities at the workplace. The study suggested for congenial work atmosphere with the sanitary facilities in the organization.

Srimannarayan and Srinivas (2005)<sup>8</sup> examined the awareness, utilization and satisfaction of the employees to the welfare facilities provided in a private cement plant located in rural India. A random sample of 100 workers was selected for the study. The findings of the study revealed that respondents were aware to the welfare facilities applicable in the plant. Employees were satisfied with most of the statutory welfare facilities. Majority of the respondents was happy with the housing facility, cooperative stores and recreational facilities. The study also revealed significant association between satisfaction to labour welfare facilities with age and categories of employment.

Upadhyaya (2006)<sup>9</sup> examined awareness and implementation of statutory and non-statutory labour welfare measures in Garment and Hosiery industry falling under the jurisdiction limits of local office of the Directorate of the factories in Noida, Uttar Pradesh. The study was confined only to the industrial units from Garment and Hosiery Industry registered under Factories Act, 1948. The awareness level of workers regarding canteen, lunch rooms, rest rooms, shelter rooms, crèche facilities was very low but awareness level regarding educational facilities among the workers

was very high. The study observed that lack of job security reduces the chances of unionization of workers and the piece rated employees were not getting some benefits like payment of overtime, casual leaves, annual leaves, earned leaves etc.

Murty and Abhinov (2010)<sup>10</sup> studied relationship between canteen facility and healthy physical work environment of the industrial units at coastal districts in Andhra Pradesh. A sample of 290 respondents was taken for the study. The findings of the study revealed that the bigger organization in the public and private sectors were providing clean and hygienic food items to their workers at minimum price. Overwhelming proportion of the respondents were frequent visitors to the canteen in private sector units than that of public sector units. Majority of the workers in public sector units were satisfied with the cleanliness in the canteen. The study suggested that management of public and private sector units should provide clean and hygienic food items at minimum prices.

### III OBJECTIVE OF THE STUDY

To examine the satisfaction level of workers on the basis of age regarding Factories Act, Industrial Disputes Act, Minimum Wages Act and Payment of Wages Act.

### HYPOTHESIS

$H_a$ = *There is significant difference in satisfaction level of workers on the basis of age regarding Factories Act, Industrial Disputes Act, Minimum Wages Act and Payment of Wages Act.*

### IV RESEARCH METHODOLOGY

Exploratory cum descriptive research design has been used in present study. The population of interest in present study is workers of industrial sector of Northern India (Haryana, Punjab and NCR). Stratified random sampling has been used in the study as the population divided on the basis of demographic variable i.e. age. The study is based on primary data which has been collected through questionnaire filled in by 750 workers. Responses have been evaluated on five point Likertscale “highly dissatisfied-1, satisfied-2, neutral-3, satisfied-4 and highly satisfied-5”.

### V DATA ANALYSIS

**Table 1: Sample Description**

Demographic Variables	Category/ Class	N=750	Percentage	Cumulative Percentage
Age	Below 25 years	324	43.2	43.2
	25-35 years	258	34.4	77.6
	Above 35 years	168	22.4	100

Source: Primary

Mean, standard deviation, percentage (descriptive statistics) and ANOVA have been used to analyse the collected data with the help of SPSS (Version 18). Cronbach's alpha coefficient (reliability) has been used to check the internal consistency of the data collected for the study. ANOVA has been performed on the questions under survey regarding respondent's awareness regarding Factories Act applicable in the industry. T-test and ANOVA test have been used to compare the awareness of workers on the basis of age regarding various amenities under labour laws. Table 1 shows the sample description of the respondents.

**Table 2: Age-wise Satisfaction Level of Workers regarding Factories Act**

Statements	Age (in years)	N (750)	Mean	Standard Deviation	F-value (p-value)
Health provisions	Below 25	324	3.2222	1.40983	0.808 (0.446)
	25-35	258	3.0736	1.48088	
	Above 35	168	3.1190	1.43443	
Safety provisions	Below 25	324	3.2500	1.36378	2.680 (0.069)***
	25-35	258	3.0814	1.40772	
	Above 35	168	2.9643	1.26630	
Welfare provisions	Below 25	324	3.1698	1.41822	0.568 (0.567)
	25-35	258	3.0698	1.43164	
	Above 35	168	3.0417	1.48588	

Note: \*\*\*Significant at 0.10 level

Table 2 explained the satisfaction level of workers regarding health, safety and welfare provisions of Factories Act under study. The satisfaction level is the highest for the workers who are below 25 years with respect to the health provisions (M=3.2222), safety provisions (M=3.2500) and welfare provisions (M=3.1698). Workers in the age group above 35 years (M=3.1190) are slightly less satisfied than the workers in the age group below 25 years to the health provisions. Workers in the age group 25 to 35 years are the least satisfied (M=3.0736) amongst workers with respect to health provisions. Workers in the age group 25 to 35 years (M=3.0814) are more satisfied than the workers in the age group above 35 years (M=2.9643) regarding safety provisions. Null hypothesis is rejected at the 10 per cent level of significance on the basis of F-value (2.680). The level of satisfaction is found to be same in workers in the age group 25 to 35 years (M=3.0698) and workers above 35 years (M=3.0417) with respect to welfare provisions. It may

be concluded that significant difference is found in the satisfaction level of workers on the basis of age with respect to safety provisions under Factories Act, 1947.

**Table 3: Age-wise Satisfaction Level of Workers regarding Industrial Disputes Act**

Statements	Age (years)	N (750)	Mean	Standard Deviation	F-value (p-value)
Conciliation provision	Below 25	324	3.3333	1.38769	1.820 (0.163)
	25-35	258	3.1589	1.42037	
	Above 35	168	3.1012	1.54238	
Arbitration provision	Below 25	324	3.2778	1.35496	2.549 (0.079)***
	25-35	258	3.1240	1.41975	
	Above 35	168	2.9881	1.39283	
Adjudication provision	Below 25	324	3.3025	1.29102	0.468 (0.627)
	25-35	258	3.2016	1.33133	
	Above 35	168	3.2143	1.48905	
Works committee provision	Below 25	324	3.2191	1.38260	1.207 (0.300)
	25-35	258	3.0969	1.37314	
	Above 35	168	3.0298	1.33773	
Strikes & lockouts	Below 25	324	3.2130	1.26919	0.050 (0.952)
	25-35	258	3.1822	1.30613	
	Above 35	168	3.1845	1.30242	
Layoffs & retrenchment	Below 25	324	3.2191	1.36230	1.399 (0.248)
	25-35	258	3.1938	1.33249	
	Above 35	168	3.0119	1.35359	

Prohibition of unfair labour practices	Below 25	324	3.3086	1.38002	1.180 (0.308)
	25-35	258	3.1667	1.36925	
	Above 35	168	3.1310	1.47457	
Compensation to workmen in case of transfer/closure of undertakings	Below 25	324	3.3457	1.38242	2.507 (0.082)***
	25-35	258	3.1783	1.43849	
	Above 35	168	3.0536	1.49353	
Offences and penalties for employers	Below 25	324	3.2407	1.35293	0.112 (0.894)
	25-35	258	3.2171	1.36926	
	Above 35	168	3.1786	1.46546	

Note: \*\*\*Significant at the 0.10 level

Table 3 highlights satisfaction level of workers with the different provisions under Industrial Disputes Act. Workers below 25 years ( $M=3.3333$ ) are the most satisfied with the conciliation provision. The satisfaction level of workers in the age-groups 25 to 35 years ( $M=3.1589$ ) is slightly on higher side than workers in the age group above 35 years ( $M=3.1012$ ) with regards to conciliation provision. F-value (1.820) is found to be statistically insignificant at 10 per cent level. It shows that there exists no significant difference in the satisfaction level of workers on the basis of age regarding conciliation provision.

Workers in the age-group less than 25 years are found to be most satisfied ( $M=3.2778$ ) with arbitration provision. Workers in the age group 25 to 35 years ( $M=3.1240$ ) are less satisfied than the workers in the age group below 25 years. On the other hand, workers above 35 years ( $M=2.9881$ ) are having below to the average satisfaction level to the arbitration provision. F-value (2.549) is found to be statistically significant at 10 per cent significance level. It shows that there exists significant difference in the satisfaction level of workers on the basis of age regarding arbitration provision.

The satisfaction level of workers below 25 years ( $M=3.3025$ ) is highest amongst workers with respect to adjudication provision. The satisfaction level of workers in the age groups 25 to 35 years ( $M=3.2016$ ) and above 35 years are ( $M=3.2143$ ) at the equal level in relation to adjudication provision. F-value (0.468) is found to be statistically insignificant at the 0.10 level of significance. The hypothesis of no significant difference between two variables stands accepted.

Workers below 25 years ( $M=3.2191$ ) are the most satisfied regarding works committee provision under Industrial Disputes Act. Workers in the age-group 25-35 years are found to be satisfied slightly on higher side ( $M=3.0969$ ) as compared to workers above 35 years ( $M=3.0298$ ) to the works committee provision. F-value is found to be

statistically insignificant at 10 per cent level of significance (90 per cent level of confidence). It shows that there is no significant difference in the satisfaction level of workers on the basis of age in relation to the works committee provision.

Workers in the age group below 25 years ( $M=3.2130$ ) are the most satisfied to the strikes and lockouts. The satisfaction level is found to be same for the workers in the age groups above 35 years ( $M=3.1845$ ) and 25 to 35 years ( $M=3.1822$ ) in relation to strikes and lockouts. F-value (0.050) is found to be statistically insignificant regarding strikes and lockouts. The hypothesis of no significant difference between two variables stands accepted.

The satisfaction level of workers with respect to layoffs and retrenchment decreases with the advent of age. Level of satisfaction is found to be same for the workers below 25 years ( $M=3.2191$ ) and 25 to 35 years ( $M=3.1938$ ) regarding layoffs and retrenchment. Workers in the age group above 35 years ( $M=3.0119$ ) are the least satisfied with regards to layoffs and retrenchment. F-value (1.399) is found to be statistically insignificant at the 0.10 level of significance. The hypothesis of no significant difference between two variables stands accepted.

Workers above 35 years ( $M=3.1310$ ) and 25 to 35 years ( $M=3.1667$ ) are equally satisfied to the prohibition of unfair labour practices. Workers below 25 years ( $M=3.3086$ ) are the least satisfied amongst workers to the unfair labour practices. F-value (1.180) is found to be statistically insignificant at the 0.10 level of significance. The hypothesis of no significant difference between two variables stands accepted.

Workers above 35 years are the least satisfied ( $M=3.0536$ ) to the compensation to workmen in case of transfer or closure of undertaking. Workers in the age group 25-35 years ( $M=3.1783$ ) are more satisfied than the workers in above 35 years in case of compensation to workmen. Workers below 25 years are the most satisfied ( $M=3.3457$ ) regarding compensation to workmen in case of transfer or closure of undertaking. F-value (2.507) is found to be statistically significant at the 0.10 level of significance. The hypothesis of significant difference between two variables stands rejected.

The satisfaction level of workers is found to be same among the workers in the age groups below 25 years ( $M=3.2407$ ) and 25 to 35 years ( $M=3.2171$ ) to the offences and penalties for employers. Workers above 35 years ( $M=3.1786$ ) are the least satisfied than the workers in other age groups to the offences and penalties for employers. On the basis of F-value ( $F=0.112$ ), it may be concluded that no significant difference is found in the satisfaction level of workers on the basis of age to the offences and penalties for employers.

**Table 4: Age-wise Satisfaction Level of Workers regarding Minimum Wages Act**

Statements	Age (in years)	N (750)	Mean	Standard Deviation	F-value (p-value)
Fixation of minimum wages	Below 25	324	3.1512	1.31859	1.451 (0.235)
	25-35	258	2.9884	1.34217	

	Above 35	168	2.9702	1.45358	
Wage rates of different classes	Below 25	324	3.3735	1.29037	7.322 (0.001)*
	25-35	258	3.1434	1.38319	
	Above 35	168	2.9048	1.22957	
Methods of wage fixation	Below 25	324	3.1142	1.35012	2.708 (0.067)***
	25-35	258	3.3178	1.40308	
	Above 35	168	3.0179	1.45377	
Employment covered provisions	Below 25	324	2.9074	1.38235	1.886 (0.152)
	25-35	258	2.9729	1.42082	
	Above 35	168	2.7083	1.40297	
Wage revision period	Below 25	324	3.1944	1.41065	0.777 (0.460)
	25-35	258	3.0426	1.51070	
	Above 35	168	3.1131	1.49820	

Note: \*Significant at 0.01 level, \*\*\*Significant at 0.10 level

Table 4.2.1c illustrates the satisfaction level of workers on the basis of age regarding various provisions of Minimum Wages Act, 1948. Workers below 25 years (M=3.1512) are the most satisfied (mean score above average level) regarding fixation of minimum statutory wages. Workers in the age groups 25 to 35 years (M=2.9884) and above 35 years (M=2.9702) are at the same dissatisfaction level regarding fixation of minimum statutory wages. F-value (1.451) is found to be statistically insignificant regarding fixation of minimum statutory wages. The hypothesis of no significant difference between two variables stands accepted.

It is statistically proved that workers above 35 years are dissatisfied (M=2.9048) regarding wage rates of different classes. Workers below 25 years are more satisfied (M=3.3735) than the workers in the age group 25 to 35 years (M=3.1434) regarding wage rates of different classes. Age based variations come out to be statistical significant (F=7.322) as significance value is less than 0.01 at 99 per cent degree of confidence scale. It means that significant difference is found in the satisfaction level of workers with respect to wage rates of different classes on the basis of age.

Workers in the middle category (25 to 35 years) are the most satisfied (M=3.3178) amongst workers to the methods of wage fixation. Workers in the upper age category (above 35 years) are the least satisfied (M=3.0179) to the methods of wage fixation. Workers in the lower age category (below 25 years) are relatively less satisfied

(M=3.1142) as compared to the workers in the age group 25 to 35 years to the methods of wage fixation. On the basis of F-value (2.708), null hypothesis is rejected at the 10 per cent level of significance. It means that significant difference is found in the satisfaction level of workers on the basis of age regarding methods of wage fixation.

Workers below 25 years (M=2.9074) are having the equal level of dissatisfaction with the workers in the age group 25 to 35 years (M=2.9729) with respect to employment covered provisions. Workers in the age group above 35 years are the most (M=2.7083) dissatisfied amongst workers regarding employment covered provisions. F-value (1.886) is found to be statistically insignificant regarding employment covered provisions. The hypothesis of no significant difference between these two variables stands accepted.

Workers in the age group 25 to 35 years are the least satisfied among workers (M=3.0426) regarding wage revision period. Workers in the age group above 35 years (M=3.1131) are relatively more satisfied than the workers in the age group below 25 years (M=3.1944) to the wage revision period. F-value (0.777) is found to be statistically insignificant regarding wage revision period. The hypothesis of no significant difference between these two variables stands accepted.

**Table 5: Age-wise Satisfaction Level of Workers regarding Payment of Wages Act**

Statements	Age (in years)	N (750)	Mean	Standard Deviation	F-value (p-value)
Fixation of wage payment period	Below 25	324	3.1883	1.33715	2.571  (0.077)***
	25-35	258	3.0426	1.43678	
	Above 35	168	2.8869	1.54154	
Deduction from wages for fines	Below 25	324	3.0093	1.42617	0.653  (0.521)
	25-35	258	2.8760	1.41426	
	Above 35	168	2.9762	1.42246	
Deduction for absence from duty	Below 25	324	2.7778	1.34464	1.015  (0.363)
	25-35	258	2.7829	1.40849	
	Above 35	168	2.9524	1.40916	
Deduction for damage/loss	Below 25	324	3.0309	1.34658	0.109  (0.896)
	25-35	258	3.0465	1.42714	
	Above 35	168	2.9821	1.52611	

Note: \*\*\*Significant at 0.10 level

Table 5 demonstrates the satisfaction level of workers on the basis of age regarding provisions of Payment of Wages Act, 1936. The satisfaction level of workers decreases as the age increases with respect to fixation of wage payment period under Payment of Wages Act. Workers in the age group above 35 years ( $M=2.8869$ ) are at the below average awareness level to the fixation of wage payment period. Workers in the middle age group 25 to 35 years ( $M=3.0426$ ) are less satisfied than the workers in the age group below 25 years ( $M=3.1883$ ). F-value (2.571) is found to be statistically significant at 10 per cent level of significance regarding fixation of wage payment period. The hypothesis of significant difference between these two variables stands rejected.

The satisfaction level of workers below 25 years ( $M=3.0093$ ) and above 35 years ( $M=2.9762$ ) are at the approximately average level regarding deduction from wages for fines. But, workers in the age group 25 to 35 years ( $M=2.8760$ ) are slightly dissatisfied as compared to the workers in other age groups regarding deduction from wages for fines. As far as p-value is concerned, it is more than the significant value at the 0.10 level in case of deduction from wages for fines. It may be inferred that null hypothesis is not rejected at the 0.10 significance level. And, there is no significant difference ( $t=0.653$ ) found in the satisfaction level of workers among different categories of age regarding deduction from wages for fines.

The satisfaction level of workers increases as the age increases with respect to deduction of wages for absence from duty. All workers have satisfaction level below to the average level regarding deduction of wages for absence from duty. Workers in the age group below 25 years ( $M=2.7778$ ) and the workers in the age group 25 to 35 years ( $M=2.7829$ ) are at the same dissatisfaction level regarding deduction of wages for absence from duty. The satisfaction level of workers in the age group above 35 years ( $M=2.9524$ ) is approximately at the average level regarding deduction for absence from duty. F-value (1.015) is found to be statistically insignificant regarding deduction of wages for absence from duty. The hypothesis of no significant difference between these two variables stands accepted.

Workers in the age group below 25 years ( $M=3.0309$ ) are almost at the same satisfaction level as workers in the age group 25 to 35 years ( $M=3.0465$ ) regarding deduction from wages for damage/loss. Workers in the age group above 35 years ( $M=2.9821$ ) have below average satisfaction level to the deduction from wages for damage/loss. F-value (0.109) is found to be statistically insignificant regarding deduction of wages for absence from duty. The hypothesis of no significant difference between these two variables stands accepted.

Conclusion: The satisfaction level of workers decreases with the advent of age regarding Factories Act, Industrial Disputes Act and Minimum Wages Act. As the age of workers increases, expectations also increase. Young workers are more satisfied than the old workers to the health, safety, welfare, settlement machinery provision, strikes, lockouts, layoffs, retrenchment, minimum statutory wages, methods of wage fixation and wage rates of different classes. With respect to Payment of Wages Act, satisfaction level of workers varies differently. Young workers are more satisfied than the elder workers with respect to some provisions of Payment of Wages Act.

## VI DISCUSSION

The satisfaction level of workers on the basis varies of age regarding Factories Act, Industrial Disputes Act, Minimum Wages Act and Payment of Wages Act. The satisfaction level of workers decreases as age increases to the provisions under Factories Act, Industrial Disputes Act (except methods of wage fixation), Minimum Wages Act and Payment of Wages Act. Workers below 25 years are the most satisfied to the provisions of different acts under study. Workers in the age group 25 to 35 years are less satisfied than the workers below 25 years to the various acts in the study. Workers above 35 years are the least satisfied to the provisions of different acts mentioned in the study. Significant difference is found in the satisfaction level of workers on the basis of age regarding Factories Act (safety provision), Industrial Disputes Act (arbitration provision and compensation to workmen in case of transfer/closure of undertakings), Minimum Wages Act (wage rates of different classes, methods of wage fixation) and Payment of Wages Act (fixation of wage payment period). As the age increases, responsibilities also increase and they want more wages from the organization. Management should focus on the requirements of the upper aged workers and time of payment of wages should also be flexible according to the workers. Minimum statutory wage limit should also be extended for the workers. Management should improve the facilities related to Factories Act especially for the elder workers. Elder workers are more prone to health diseases, risky operations in the organization. So, they are expecting more as compared to the lower age workers. Young workers are physically fit and can do their work properly.

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